DOCUMENT RESUME

ED 445 253 CE 080 739

TITLE	Australian Apprentice and Trainee Statistics 1999 Annual. Apprentices and Trainees at a Glance. Australian Vocational Education & Training.
INSTITUTION	National Centre for Vocational Education Research, Leabrook (Australia).
SPONS AGENCY	Australian National Training Authority, Melbourne.
ISBN	ISBN-0-87397-633-9
PUB DATE	2000-00-00
NOTE	9p.
AVAILABLE FROM	National Centre for Vocational Education Research, 252 Kensington Road, Leabrook, South Australia 5068, Australia; Tel: 08 8333 8400, Fax: 08 8331 9211, E-mail: vet_req@ncver.edu.au; Web site: http://www.ncver.edu.au (free). For full text: http://www.ncver.edu.au/statistics/aats/ann99/intro.htm or http://www.ncver.edu.au/statistics/aats/ann99/aats99.pdf.
PUB TYPE	Numerical/Quantitative Data (110)
EDRS PRICE	EDRS Price MF01 Plus Postage. PC Not Available from EDRS.
DESCRIPTORS	*Apprenticeships; Developed Nations; Enrollment Rate; *Enrollment Trends; Foreign Countries; Job Training; National Surveys; Postsecondary Education; Secondary Education; Statistical Data; Student Characteristics; *Technical Education; *Trainees
IDENTIFIERS	*Australia; TAFE (Australia)

ABSTRACT

By the end of 1999, an estimated 259,880 individuals were undertaking apprenticeship or traineeship in Australia, an increase of 18.7 percent from the end of 1998. There were almost 193,000 apprentice and trainee commencements during 1999, an increase of 25.3 percent over 1998 and 32.1 percent of these were at AQF level III or higher in the Australian Qualification Framework and of more than two years expected duration. Of those commencing, 39.4 percent were aged 25 years or older, continuing an upward trend in the age profile of apprentices and trainees. Since the introduction of New Apprenticeships, the numbers undertaking a part-time apprenticeship or traineeship increased. Completions for the year were estimated at 66,270, an increase of 11.2 percent over 1998. Half of those in training were from the trades and related workers occupational group. Of these, construction and automotive had the largest proportions of the total number in training. Data from a survey of 1998 technical and further education graduates indicated 9.8 percent had received income from an apprenticeship while doing the course, and 2.6 percent had received income from a traineeship; apprentices and trainees rated the usefulness of their course for job prospects more highly; and 9.3 percent of apprentices and 4.3 of trainees began their course while still at school. (YLB)

Reproductions supplied by EDRS are the best that can be made
from the original document.

ED 445 253

AUSTRALIAN VOCATIONAL EDUCATION & TRAINING

NCVER

Australian apprentice and trainee statistics—1999 annual

PERMISSION TO REPRODUCE AND DISSEMINATE THIS MATERIAL HAS BEEN GRANTED BY

C. Dunk

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

1

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

X This document has been reproduced as received from the person or organization originating it.

☐ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

CE080739

AUSTRALIAN NATIONAL TRAINING AUTHORITY

Apprentices and trainees at a glance

Highlights for 1999:

- By 31 December 1999 an estimated 259 880 individuals were undertaking an apprenticeship or a traineeship. This represents an increase of 18.7 per cent on the number at the end of 1998, when 218 990 individuals were undertaking an apprenticeship or traineeship.
- Growth in the first half of 1999 was rapid, continuing the trend from the second half of 1998. However, growth in numbers in training in the second half of 1999 was much flatter.
- There were almost 193 000 apprentice and trainee commencements during 1999, an increase of 25.3 per cent on 1998.
- Of those commencing, 39.4 per cent were aged 25 years or more, continuing an upward trend in the age profile of apprentices and trainees which has been evident for a number of years.
- Completions for the year are estimated at 66 270, an increase of 11.2 per cent on 1998.

BEST COPY AVAILABLE

Introduction

This publication contains a selection of statistics on persons undertaking vocational training through contracts of training arrangements, i.e. apprenticeships and traineeships.

Information in this publication relates to the period 1 January 1999 to 31 December 1999 (1999 annual statistics).

Data considerations:

The data quoted in this analysis are derived from information available to NCVER from the January to March 2000 quarter collection. As a result, they may differ from those presented in the October to December 1999 quarter publication.

The year in summary

1999 began with apprenticeship and traineeship activity at record levels. At 31 December 1998, almost 219 000 individuals were undertaking an apprenticeship or traineeship with an employer under a contract of training.

By 31 December 1999:

- An estimated 259 880 individuals were undertaking an apprenticeship or traineeship, an increase of 18.7 per cent on the number in training a year earlier.
- Of apprentices and trainees, 68.7 per cent were males and 31.3 per cent females. This compares with 70.3 per cent and 29.7 per cent respectively at the end of 1998 and highlights again the gradual increase in the proportion of females involved in a contract of training.
- Of apprentices and trainees, 33.6 per cent were aged 25 years or more, 28.9 per cent were aged 19 years or less, and 37.5 per cent were in the 20 to 24 years age group.
- The private sector accounted for 80.8 per cent of the apprentices and trainees in training, with a further 13.5 per cent receiving training with group training organisations. Governments and government enterprises accounted for 5.5 per cent of those in training.

During the year:

- There were 192 960 apprentice and trainee commencements, an increase of 25.3 per cent on the 1998 calendar year. Of those commencing, 39.4 per cent were aged 25 years or more while 38.3 per cent were aged 19 years or less. This continues the recent trend for apprentices and trainees to be older at the time of commencement.
- Of apprentice and trainee commencements, 32.1 per cent were at AQF level III or higher in the Australian Qualification Framework and of more than two years expected duration.
- Cancellations plus withdrawals are estimated at 67 430 for the year, an increase of 28.4 per cent from the previous year. Practically all of this increase is due to the increase in commencements and numbers in training.
- Completions are estimated at 66 270, an increase of 11.2 per cent on 1998. The growth in completions can be attributed to the greater number of individuals entering a contract of training in recent years, particularly short-term contracts of one year or less.

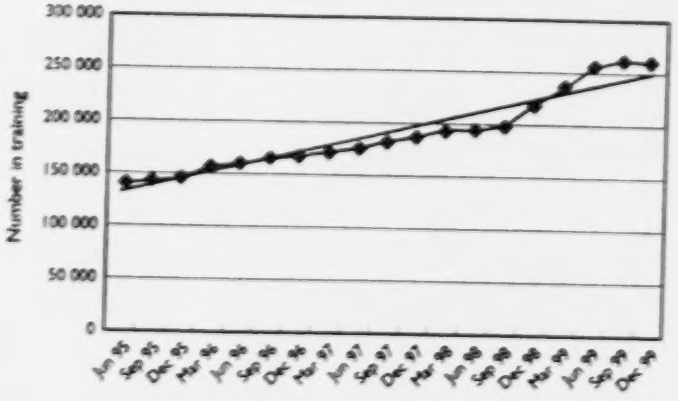


Figure 1: Breakdown of apprentices and trainees in training, June 1995 to December 1999

BEST COPY AVAILABLE

The year in context

According to a recent ABS survey, 5 452 400 persons, or 44 per cent of people aged 15 to 64, had a recognised post-school qualification in May 1999 (*Transition from education to work, Australia, May 1999*, ABS cat. no. 6227.0). This highlights the importance which Australians place on education and training.

Educational attainment also impacts on an individual's employment prospects. According to the ABS, labour force participation rates for persons with recognised post-school qualifications remain higher than those without qualifications (84.3% compared to 68.4%). By the same token, the unemployment rate for persons with qualifications is less than half the rate for those without qualifications (4.6% and 9.6% respectively) (*Transition from education to work, Australia, May 1999*, ABS cat. no. 6227.0).

Table 1: Commencements, completions and numbers in-training, 1995 to 1999

	1995 ('000)	Est 1999 ('000)	Annual rate of growth 1995–1999*
Commenced	64.57	192.96	31.5
Completed	31.56	66.27	20.4
In training	141.41	259.88	16.4

* Annual rates of growth for the period 1995 to 1999 are compound growth rates.

Apprenticeships and traineeships are an important part of Australia's education and training system, and increasing attention is being paid to their development, particularly following the introduction of New Apprenticeships at the beginning of 1998.

In general, there has been very strong growth in apprenticeships and traineeships over the period 1995 to 1999:

- The number of commencements grew strongly, from 64 570 commencements in 1995 to an estimated 192 960 commencements in 1999. The annual rate of growth over this period has been in the order of 31 per cent.
- The number in training grew strongly, from 141 410 at the end of 1995 to an estimated 259 880 at the end of 1999 with an annual growth rate of around 16 per cent. The trend in numbers in training since 1995 is shown in figure 1 and highlights the dramatic growth which occurred during the 1998–99 financial year. It also indicates that the in-training level began to stabilise in the second half of 1999.
- The number of completions grew strongly, from 31 560 completions in 1995 to an estimated 66 270 in 1999. The annual rate of growth over this period has been in the order of 20 per cent.

The growth in the number of apprentices and trainees in training has also exceeded the growth in Australia's 15 to 64 year old population over the period 1995 to 1999. Rates of participation for 15 to 64 year olds in apprenticeships and traineeships increased from 1.1 per cent at 30 June 1995 to 1.5 per cent at 30 June 1998 and then to 2.0 per cent at 30 June 1999. These figures once again highlight the dramatic growth in apprenticeships and traineeships from mid-1998 to mid-1999 (table 2).

Table 2: Apprentice and trainee participation rates* (at 30 June) for 15–64 year age cohort

	1995	1996	1997	1998	1999
Apprentices and trainees ('000)	135.90	156.54	172.01	193.69	255.41
Australian population ('000 000)	12.03	12.20	12.36	12.55	12.72
Participation rate (%)	1.1	1.3	1.4	1.5	2.0

* Derived from NCVER apprentice and trainee statistics and ABS *Demographic statistics* (cat. no. 3101.0) for June quarters 1995, 1996, 1997, 1998 and 1999

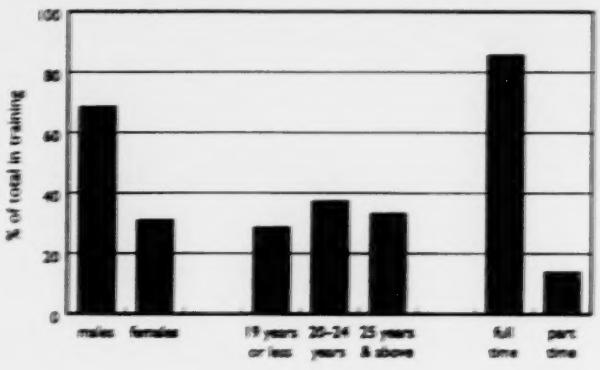
BEST COPY AVAILABLE

The nature of training being undertaken

Since the introduction of New Apprenticeships, there has been an increase in the numbers undertaking a part-time apprenticeship or traineeship. This highlights the gradual move to part-time contracts associated with the increased flexibility available under the New Apprenticeships policy introduced in 1997.

It is estimated that 81.8 per cent of apprentices and trainees commenced a full-time contract during 1999. This compares with around 87 per cent in 1998. In terms of numbers in training, 85.8 per cent of apprentices and trainees undertaking a contract of training at the end of 1999 were full time compared with around 90 per cent a year earlier.

Figure 2: Numbers in training, 1995 to 1999



It is estimated that 63.1 per cent of apprentices and trainees commencing a contract during 1999 were undertaking an AQF level III or equivalent program while 33.3 per cent commenced in an AQF level II or lower program. A small proportion (3.6%) of commencements during 1999 were in AQF IV or diploma programs.

Of those apprentices and trainees where their at-school status is known[1], 2.8 per cent of apprentices and trainees commencing a contract of training during 1999 did so while still at school, while 2.1 per cent of those in training at 31 December were still attending school.

It is estimated that 76.0 per cent of apprentices and trainees in training at the end of 1999 were undertaking an AQF level III or equivalent program while AQF level II programs accounted for 20.9 per cent. This compares with about 73 per cent of those in training at the end of 1998 being in AQF level III and 23 per cent being in AQF level II. AQF level I programs comprised less than 0.1 per cent of apprenticeships and traineeships at the end of 1999. This implies the trend in recent years which saw the take up of AQF level II programs being stronger than AQF level II programs has changed and a shift back to AQF level III programs has occurred during 1999. Recent changes to incentives payments associated with New Apprenticeships may have contributed to this change.

At 31 December 1999, an estimated 42.4 per cent of apprentices and trainees were undertaking a program of more than three years duration while 26.5 per cent were undertaking programs of one year or less. The great majority of those undertaking programs of more than three years duration were undertaking a program at AQF level III or higher (98.3%). About half (49.5%) of those undertaking a program of one year or less were in AQF level II or lower programs.

Table 3: Apprentices and trainees in-training at 31 December 1999, by expected duration and qualification (%)

Expected duration	AQF II and lower	AQF III	AQF IV and above	Total (%)	Per cent of total
1 year or less	49.5	45.8	4.7	100.0	26.5
1 to 2 years	27.7	66.4	5.9	100.0	16.3
2 to 3 years	17.6	79.6	2.8	100.0	14.7
More than 3 years	1.7	97.3	1.0	100.0	42.4
Full-time	17.8	79.1	3.2	100.0	85.8
Part-time	40.2	57.5	2.3	100.0	14.2
Total	**21.0**	**76.0**	**3.0**	**100.0**	

The percentages used for table 3 have been adjusted on a pro rata basis to take account of a small amount of unknown data.

Of full-time apprentices and trainees, 82.2 per cent were undertaking training at AQF level III or higher. This is in contrast to 59.8 per cent for those undertaking an apprenticeship or traineeship part-time.

1 The 'at school' code identifies whether or not a client is attending secondary school. This code is unknown for 27.1 per cent of apprentice and trainee commencements during 1999 and is unknown for 23.5 per cent of those in-training at 31 December 1999.

BEST COPY AVAILABLE

The year—by occupation

The pattern of commencements, completions and numbers in training varies among the occupational categories (table 4).

- The largest occupational group continues to be trades and related workers, with half (50.0%) of the numbers in training at 31 December 1999. This group also accounted for 38.6 per cent of completions and 27.3 per cent of commencements during 1999.
- Within the trades and related workers occupational group, construction (10.7%) and automotive (8.6%) had the largest proportions of the total number in-training. Construction also had the highest proportion of commencements during 1999 (6.1%) while mechanical and fabrication engineering (7.4%) had the highest proportion of completions.
- Apprentices and trainees in the intermediate clerical, sales and service worker occupations continue to contribute strongly to apprentice and trainee numbers, accounting for 27.1 per cent of commencements and 31.1 per cent of completions during 1999. The contribution of this occupational category to the number in training at 31 December 1999 was somewhat less at 18.0 per cent.
- The elementary clerical, sales and service worker occupations also continue to contribute strongly to apprentice and trainee numbers, accounting for 20.4 per cent of commencements during 1999. The contribution of this occupational category to the number of completions, however, was somewhat less at 12.0 per cent while the contribution to the total number in training at 31 December 1999 was a little higher at 13.7 per cent.
- The proportion of total commencements in both the intermediate clerical, sales and service worker occupations and the elementary clerical, sales and service worker occupations is greater than the proportion of numbers in training and completions in these occupational categories. This suggests that there may be relatively higher rates of attrition in these occupations compared with others.
- Managers and administrators, associate professionals and professionals represent a relatively small proportion of the numbers in training at 31 December 1999 (4.3%), although they contribute slightly higher proportions of commencements (5.4%) and completions (7.2%) in 1999.

Table 4: 1999 apprentice and trainee commencements, completions and in training, by occupation (%)

Occupational group	1999 (% of total)		
	Commencements	Completions	In training (at 31 December)
1 **Managers & administrators**	1.1	1.3	1.0
2 Professionals	0.7	0.9	0.6
3 Associate professionals	3.6	5.0	2.7
4 Trades & related workers	27.3	38.6	50.0
41 Mechanical &fabrication engineering	*3.1*	*7.4*	*7.3*
42 Automotive	*4.1*	*7.0*	*8.6*
43 Electrical & electronic	*3.3*	*5.6*	*6.8*
44 Construction	*6.1*	*7.2*	*10.7*
45 Food	*5.0*	*4.9*	*7.6*
46 Skilled agriculture & horticulture workers	*1.1*	*0.9*	*1.6*
49 Other trades & related workers	*4.4*	*5.6*	*7.4*
5 Advanced clerical & service workers	0.0	0.1	0.0
6 Intermed clerical, sales & service workers	27.1	31.1	18.0
7 Intermed production & transport workers	5.4	2.3	3.8
8 Element clerical, sales & service workers	20.4	12.0	13.7
9 Labourers & related workers	14.4	8.6	10.2
Total	100.0	100.0	100.0
Estimated number for 1999	192 960	66 270	259 880

BEST COPY AVAILABLE

Views of TAFE graduates

Data from the 1999 student outcomes survey (SOS) included a survey of 1998 TAFE graduates who had completed a course of more than 200 hours and more than one semester in duration (*Australian vocational education and training, student outcomes survey 1999 – national report*).[2] There were 63 198 respondents to this survey of whom 9.8 per cent indicated they had received income from an apprenticeship while doing the course and 2.6 per cent indicated they had received income from a traineeship.[3] It is reasonable to assume that these generally equate to apprentices and trainees. The subsequent sections look at results associated with these student groups.

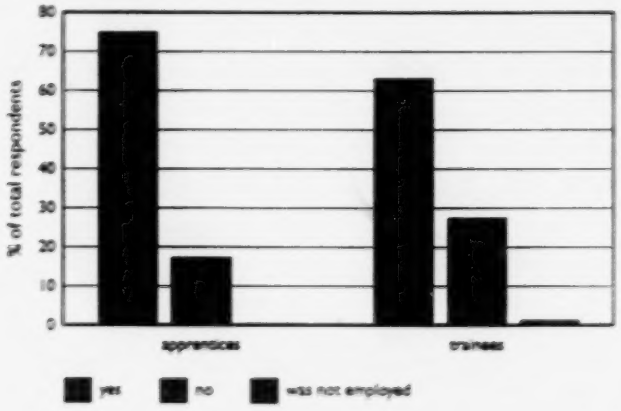
The TAFE course completed by apprentices and trainees is part of their off-the-job component of their training. As would be expected, the level of the courses completed in 1998 differs markedly between apprentices and trainees (table 5).

Table 5: Qualifications completed by 1999 student outcomes survey respondents (%)

Qualification category	Trainees	Apprentices
AQF certificate I	1.8	0.4
AQF certificate II	48.3	1.1
AQF certificate III or equivalent	24.6	90.9
AQF certificate IV or equivalent	9.6	4.1
Diploma and above	5.8	1.4
Other certificates	9.8	2.1
Total	100.0	100.0
Number of respondents	1664	6167

- Over 90 per cent of apprentices completed an AQF level III or equivalent qualification. A further 5.5 per cent of apprentices completed an AQF level IV, diploma or advanced diploma qualification.
- By contrast, trainees are spread across a much wider range of AQF levels, with 48.3 per cent at AQF level II, 24.6 per cent at AQF level III, 9.6 per cent at AQF level IV and 5.8 per cent in diploma and higher level programs. Only a very small proportion of trainees (1.8%) are in programs at AQF level I, while the remaining 9.8 per cent are in other recognised programs not classified under the AQF.

Figure 3: 1999 SOS graduate respondents employed with same employer at 28 May 1999*



* Non-response to the question was 7.1 per cent for apprentices and 7.2 per cent for trainees.

The majority of apprentice and trainee respondents to the 1999 student outcomes survey were still employed with the same employer as during their course (figure 3).

Specifically, 72.8 per cent of all employed graduates were employed with the same employer as during their course: 75.1 per cent for apprentices in contrast to 63.3 per cent for trainees. These results suggest that trainees are more likely than apprentices to move to another employer within six to 12 months of completing their course.

The 1999 student outcomes survey also provides information about apprentice and trainee views on their off-the-job training (table 6).

- Apprentices and trainees generally rated the usefulness of their course for their job prospects more highly than other respondents. Over 90 per cent of apprentices and trainees gave a rating of 6 or higher on the 10-point scale compared with just over 85 per cent for other respondents.
- Similarly, apprentices and trainees generally rated their off-the-job training qualification in terms of being well regarded by employers more highly than other respondents. Over 90 per cent of apprentices and trainees gave a rating of 6 or higher on the 10-point scale compared with just over 82 per cent for other respondents.
- The rating generally given to the balance between instruction and practice was slightly higher for apprentices and trainees than for other respondents: 84.0 per cent of apprentices and trainees giving a rating of 6 or higher compared with 82.5 per cent for other respondents.
- The rating on the overall quality of the course was generally the same for apprentices and trainees compared with other respondents.

2 Relevant data are given in the appendix.

3 A very small number of respondents (30) indicated they had received income from both an apprenticeship and a traineeship while doing their course.

BEST COPY AVAILABLE

Prior education of TAFE graduates

Respondents to the 1999 student outcomes survey were asked to indicate when they started the course they completed in 1998 relative to when they completed secondary school (table 7).

- Of apprentices, 9.3 per cent indicated they began their course while still at school. This compares with 4.3 per cent of trainees.
- Of apprentices, 55.7 per cent indicated they started their course within 12 months of leaving school, in contrast to 39.9 per cent of trainees.
- On the other hand, trainees were more likely than apprentices to commence their course more than 12 months after leaving school (54.6% and 34.7% respectively).

Table 6: Course ratings given by 1998 apprentice and trainee TAFE graduates*

Ratings of the course	Rating in the range 6–10 (%)
The usefulness of the training for your job prospects:	
Apprentices and trainees	90.2
Other respondents	85.3
The qualification in terms of being well regarded by employers:	
Apprentices and trainees	90.1
Other respondents	82.1
The balance between instruction and practice:	
Apprentices and trainees	84.0
Other respondents	82.5
The overall quality of the training:	
Apprentices and trainees	89.5
Other respondents	89.6

Note: Responses are given on a 1 to 10 scale ranging from 1 indicating 'extremely poor' to 10 indicating 'excellent'.

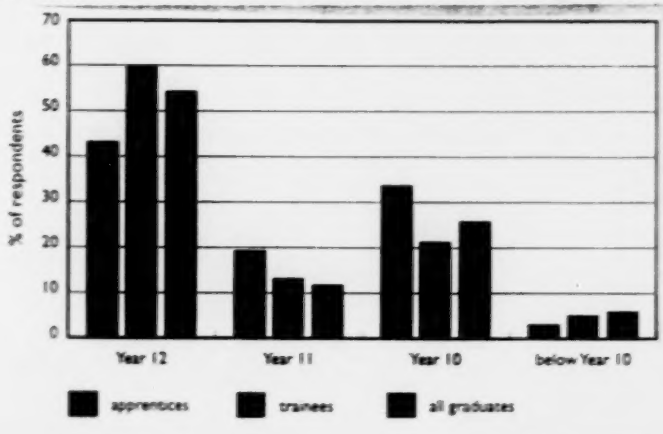
Table 7: Course start relative to secondary school completion (per cent)

When started	Apprentices	Trainees	All graduates
While still at school	9.3	4.3	5.4
Within 12 months of leaving school	55.7	39.9	21.1
Over 12 months after leaving school	34.7	54.6	71.8
Not stated/unknown	0.4	1.1	1.7
Total	100.0	100.0	100.0
Number	6 167	1 664	63 198

The 1999 student outcomes survey also collected information on the highest level of schooling completed by the respondents.

Of all graduates, 54.4 per cent completing their course in 1998 have completed Year 12 compared with 37.7 per cent having completed Year 10 or Year 11. Apprentices completing their course in 1998 were more likely to have completed Year 10 or Year 11 (53.1%) than Year 12 (43.2%). By contrast, trainees were more likely to have completed Year 12 (59.6%) than Year 10 or Year 11 (34.5%).

Figure 4: Highest level of schooling of 1999 SOS respondents*



* There was a small number of respondents for which their schooling level is unknown.

BEST COPY AVAILABLE

© Australian National Training Authority, 2000

Comments and suggestions regarding this publication are welcome. They should be forwarded to the address below.

This work has been produced with the assistance of funding provided by the Australian National Training Authority (ANTA) and is published by the National Centre for Vocational Education Research (NCVER) Ltd. ABN 87 007 967 311 under licence from ANTA. Apart from any use permitted under the Copyright Act 1968, no part of this publication may be reproduced by any process without the written approval of NCVER Ltd. Requests should be made in writing to NCVER Ltd.

The views and opinions expressed in this document are those of the author/project team and do not necessarily reflect the views of the Australian National Training Authority.

Published by NCVER Ltd
252 Kensington Road
LEABROOK SA 5068 Australia
e-mail: ats_req@ncver.edu.au
phone: (08) 8333 8400
fax: (08) 8331 9211
web: http://www.ncver.edu.au

ISBN 0 87397 633 9
TD/TNC. 63.03

NCVER
NATIONAL CENTRE FOR VOCATIONAL EDUCATION RESEARCH LTD
ABN 87 007 967 311

ISBN 0 87397 633 9

BEST COPY AVAILABLE